



## Mission Statement

The Idaho Commission on Hispanic Affairs is a non-partisan state agency. Providing services to the Hispanic Community and serving as a liaison between the community and government entities. Working toward economic, educational, and social equality, the Commission identifies and monitors programs and legislation, and researches problems and issues facing Idaho's Hispanic community. The Commission identifies solutions and provides recommendations to the governor, legislature, and other organizations concerning issues facing the State's Hispanic population.



## *Vision Statement*

To be seen as a state agency that is a catalyst in providing focus, leadership and advocacy leading to self-reliance for Idaho's Hispanic population.



## *Operating Philosophy*

The Idaho Commission on Hispanic Affairs believes in teamwork, open communication, and professionalism in serving the Hispanic population.

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### ***Goals of the Idaho Commission Hispanic Affairs***

The Idaho Commission on Hispanic Affairs has re-organized its strategic plan in 2003 to reflect five goals that are the functions of ICHA as described in our Mission Statement. While ICHA remains committed to building partnerships that lead to real progress on our key issues, the five goals below are more in line with agency role and capability. The five goals below are more in line with agency role they are:

- Goal 1: Problem Identification - To identify key issues facing Idaho Hispanics through outreach and active listening.
- Goal 2: Monitoring/ Research - To monitor legislation, programs, and policy proposals by defining the impact on the Hispanic Community.
- Goal 3: Propose Solutions - To develop partnerships that promote progress toward key Hispanic issues.
- Goal 4: Liaison - To serve as liaison between the Hispanic community, government entities, and service providers.
- Goal 5: Advocacy - To be a positive voice for advancing Hispanic issues.

**Goal 1: Problem Identification**

*To identify key issues facing Idaho Hispanics through outreach and active listening.*

**Objective 1. Conduct facilitated discussions by holding community forums to assist in identifying issues facing Hispanic communities and arrange for follow-up and evaluation of each community forum.**

**Achievement Benchmarks:**

1. Conducted public listening community forums, as an element of each quarterly meeting
2. Increased numbers of meetings held to collaborate and engage in larger discussions of the Hispanic community needs with partners between with other key stakeholders by conducting schedule meetings with senior managers of service providers, agencies, organizations and others to discuss and record key issues for the Hispanic community from their perspective.
3. Created opportunities for Commissioners and staff to seek out conversations with service providers, local leaders, business owners, and members of the Hispanic community to listen and record their perspectives on key issues to the Idaho Hispanic community. These informal listening activities took place as a secondary benefit to travels around Idaho for other purposes.
4. Increased feedback through a one-page survey or key issue comment form used at community forums, agency meetings, and public events i.e. conferences.
5. Created a link on our web site as a method of communication from public's feedback through a comment form.
6. Compiled key issue report that reflect listening activities and major themes that are found to be emerging.

**Goal 2: Monitoring/ Research**

**Objective 1. *To monitor legislation, programs, and policy proposals by defining their impact on the Hispanic Community.***

**Achievement Benchmarks:**

1. Increased opportunities to monitor policy decisions being made on key issues related directly to the Hispanic populations.
2. Increased mechanisms to gather information on key issues and conducted policy analysis.
3. Presented concerns or benefits/opportunities generated through listening or research to policy makers and others interested in issues.
4. Hosted a Political Gubernatorial Forum to support the efforts of Latino Vote and public policy
5. Created a mechanism to inform the Hispanic community of potential positive or negative impacts.
6. Published the Phase II Profile of Hispanic Idaho publication, modeled after the Profile of Rural Idaho.
7. Promoted the publication of the first report to be housed at the Idaho State Library.
8. Published Phase II of the “Hispanic Buying Power in Idaho” report.

**Goal 3: Propose Solutions**

*To develop partnerships that promotes progress toward key Hispanic issues.*

**Objective 1. Education**

**Achievement Benchmarks:**

1. Increased the Collaboration amongst organizations to promote the Hispanic Issues Conferences such as but not limited to “The Hispanic Issues Training Conference”.
2. Created opportunities to form partnerships to help improve the performance of Hispanic students on Idaho Standards Achievement Test and/or to address the issues with the Hispanic dropout rate.
3. Increased number of cultural awareness workshops presented throughout the state with AIC, Idaho Human Rights Education Center, Public School Districts, and others.
4. Increased the partnership with Department of Education in working towards the goal of addressing the lack of bilingual and bicultural Educators in the State of Idaho through on-going meetings.
5. Increase the collaboration with State Board of Education addressing the lack of bilingual and bicultural Educators in the State through the “Grow your own” program.

## **Objective 2. Economic Development**

### **Achievement Benchmarks:**

1. Increased the collaboration with the Department of Labor in seeking statistics that are accurate in addressing the Idaho Hispanic economy.
2. Developed the second phase report on the “Hispanic Buying Power in Idaho”.
3. Increased the number of statewide presentations made on the “Hispanic Buying Power in Idaho” report
4. Increased the collaboration with organizations and government agencies to foster the development and growth of professional Hispanic individuals.
5. Created opportunities for Commissioners and staff to have dialogue with Hispanic business owners, and members of the Hispanic community to listen and record their perspectives on systems of communication between businesses and city offices in order to begin to plan and forecast for the future of our Hispanic consumers.
6. Increased marketing strategies for promotional opportunities for Hispanics within State government through our web site.
7. Created new opportunities through the sponsorship of an annual Hispanic Job Fair.

### **Objective 3. Substance Abuse**

#### **Achievement Benchmarks:**

1. Increased collaboration with Department of Health & Welfare in addressing the lack of bilingual and bicultural Alcohol/Drug Counselors in the State of Idaho by continuing the “Grow your Own” program
2. Increased the number of professional bilingual and bicultural Alcohol/Drug Counselors in the State of Idaho by 1%
3. Increased collaboration with the RADAR Network center in identifying gaps within the substance abuse materials in Spanish linguistically appropriate for the state of Idaho
4. Increased sites where Commission and substance abuse educational Spanish linguistically appropriate literature can be displayed and distributed by 8%
5. Increased technical assistance to other state departments in developing substance abuse prevention strategies
6. Hosted the second annual “Youth Prevention Summit” in Canyon County to address the issues involving the use of tobacco, alcohol/drugs, gang activity, and acculturation amongst Hispanic youth.

**Objective 4. Liaison**

*To serve as liaison between the Hispanic community and government entities.*

**Achievement Benchmarks:**

1. Increased the number of meetings scheduled, conducted, with service delivery agencies on key Hispanic issues and the role of the Idaho Commission on Hispanic Affairs
2. Developed and delivered an annual report to the Governor and legislators
3. Established a formal process to educate, and inform the Hispanic community of issues
4. Created a link on our web site as a method of communication from the public's feedback through a comment form
5. Increased the use of the ICHA web site by public by 100%



**Objective 5. Advocacy**

***To be a positive voice for advancing Hispanic issues***

**Achievement Benchmarks:**

1. Increased the number of referrals made by individual cases to the appropriate service providers or regulator
2. Implemented a system for tracking individual cases referred by the Idaho Commission on Hispanic Affairs
3. Increased the number of agency meetings where Commissioners and staff met with senior managers of service provider agencies, organizations and other key stakeholders to discuss and record key issues specific to the Hispanic community from their perspective.
4. Increased the dialogue in larger discussions of the Hispanic community needs with partners between the Idaho Commission on Hispanic Affairs and other government agencies meetings

*Goal 6: Commission Administration*

*To administer the business of the Idaho Commission on Hispanic Affairs in a competent and professional manner.*

**Objective 1. *Conduct ongoing program evaluation and planning***

**Achievement Benchmarks:**

1. Received feedback from our constituents through community meetings (forums), web sites, and/or other vehicles to assess emerging needs and trends
2. Conducted quarterly Commission meetings
3. Improved internal data and information to develop tracking of referrals
4. Constructed the web site and improved reporting mechanisms
5. Published Phase II Profile of Hispanic Idaho publication

**Objective 2. *Maintain the highest level of professional competency in the provision***

**Achievement Benchmarks:**

1. Invested in professional development of staff, especially in areas of grant writing, facilitation and partnership building
2. Staff attended one or more Human Resource professional development training
3. Modified and/or redesigned staff performance appraisals for all staff
4. Increased communication amongst statewide representation of Commissioners